BLACK LIVES MATTER
Demonstrators show solidarity through march on Parliament Hill
metroNEWS

LIVE 88·5FM
NOW IT'S CLEAR
90,000 WATTS

Ottawa metro

Your essential daily news | MONDAY, JULY 18, 2016 | High 28°C/Low 16°C Chance of showers

Cold Lake, Alta.
CALGARY PILOT DIES IN AIR SHOW
metroNEWS

BATON ROUGE

A day ahead of the Republican National Convention, Baton Rouge sees the death of another three police officers metroNEWS

The violence is an opportunity for Trump to offer fascist consolations metroVIEWS

Police seek stabbing suspect

BYWARD MARKET

Two separate cases appear to be unrelated and random

Emma Jackson
Metro | Ottawa

Five people were stabbed in two separate incidents in the ByWard Market overnight on Saturday and early Sunday, police say.

Around 10 p.m. Saturday night, one victim was stabbed near the intersection of Rideau and Waller Streets and later taken to hospital.

At approximately 1:42 a.m. in the heart of the ByWard Market, in a "totally unrelated" incident, a group of five people were attacked and four were stabbed, according to Sgt. Pascal Labine in the central investigations unit.

Police say the second stabbing incident happened on William Street between York and George Streets, about two blocks away from the first attack.

One of the victims from that incident is in "critical but stable condition" and three suspects are in custody. All the victims are male and in their 20s, according to police.

The suspect in the first case is still at large and is described at a white man in his 20s.

Speaking to reporters at Ottawa Police headquarters on Elgin Street Sunday afternoon, Duty Insp. Sandra McLaren said the victims in either case are not known to each other and both attacks appear to be random.

McLaren said the stabbings do not appear to be gang-related, however, the investigation is still ongoing.

Investigators are asking witnesses or members of the public with additional information to contact police at 613-236-1222 ext. 5166 or Crime Stoppers at 1-800-222-8477 (TIPS).

WITH FILES FROM JOE LOFARO

WORLD NEWS UPDATES

France
LIFE FOR ARABS FACING RACISM IN NICE'S SLUMS
metroNEWS

Istanbul
TURKEY'S WIDE CRACKDOWN AFTER COUP ATTEMPT
metroNEWS

metro NEWS

metro NEWS
Your essential daily news

Calling all Canadians: You can now officially catch 'em all. **Canada**

5 WAYS TO KEEP COOL AT HOME AND ON BUDGET

It's summer's hottest dilemma: Do you put your money into staying cool, or sweat it out and buy cold brews instead? According to Enviro Centre's Alastair Larwill, you can have both without ever turning on the A/C. Larwill is hosting a free workshop on the topic at the Rideau Library Thursday night, just as the week shapes up to be a hot and sticky one, with temperatures reaching 32 C. In case you can't make it, here's a sneak peek at his coolest tips and tricks.

Emma Jackson
Metro | Ottawa

1 Tree cover

If you live in a house, consider planting a leafy tree like a maple, oak or fruit tree on the south side of the building. While it will take some time to grow, the tree will help shade your roof and absorb the sun's scorching heat. It's worth the wait: A large tree could eventually lower your home's internal temperature by up to four degrees on the hottest days, Larwill said. Added bonus: In the winter the leaves will fall off, so your home can suck up whatever heat the sun has to offer.

2 Be a fan of the fan

Floor and ceiling fans use a fraction of the energy it takes to run central air: we're talking 60 to 120 watts versus 3,500, Larwill said. While it's true that fans just blow the hot air around, placing an ice pack in front of the blades can actually make a real difference. And a well-placed fan can have significant cooling effects on a hot body, Larwill said, especially if it's set to oscillate, which offers you a cool treat every time it blows by.

3 Close up shop

Everyone loves a nice summer breeze through the house, but at midday that's the last thing you should do to stay cool, Larwill said. Instead, close all your windows, blinds and drapes before you leave for work, to trap the previous night's cool air inside. Your home's insulation will keep temperatures down through the hottest hours, and when you get home it could be up to six degrees cooler inside than out. "You'll feel a huge, huge difference when you step into your house," Larwill said. Once the sun has lost some of its power, open the windows and curtains back up and let the cool evening air fill the house overnight.

4 Skip the pot roast

Now is not the time for a big turkey dinner. Instead of cooking dinner in your big, hot oven, make use of your backyard barbecue to keep the heat outside, or just stick to cold foods like sandwiches and salads. Larwill said living in a slightly warmer house — rather than one made artificially ice cold — decreases your appetite and makes you thirsty, so you might not feel much like cooking, anyway.

5 Go for a dip — in the shower

Larwill said a quick, cool shower can do wonders to reset your body temperature on those particularly sweltering days, if all your other tricks haven't kept you quite cool enough. It's the adult take on running through the sprinkler — although on the summer's hottest days surely your neighbours won't judge if you opt for that, too. Just be sure to keep your bathing suit on.

Ideal for shelf-starters

STARTUP

New exchange helps put small firms into the shop window

Haley Ritchie
Metro | Ottawa

A new startup in Ottawa wants to turn shelf space in local boutiques into the physical equivalent of Etsy shops.

For artisans and creatives who dream of seeing their wares in sleek glass cases, Shelf Exchange offers a new way to get their products into stores.

"I have a lot of friends who are makers, and it seemed like such a process to get into a store," said founder Jason Connell.

"(The website) originally started as a way to book pop-up space, but one of the big barriers to even a popup shop is the cost. It's not just the retail space but fixtures, staff and point of sale. It's a long list of things you need to get together," he said.

Instead Connell realized that a lower tier of space was missing: cheaper and with less organizational work than owning a full store or opening a popup space.

Shelf Exchange connects makers with boutiques, allowing for a few different business models once maker and shop agree to work together.

Traditional consignment sales are an option, but Shelf Exchange also allows stores to charge rent upfront for a specific small space like a shelf in the store.

> **We're still young at it and figuring out how best to position our time. This saves us time.**
> Laura Twiss

The website is still experimenting in a beta phase, but a few local businesses and makers have agreed to try it out.

Twiss & Weber boutique on Wellington Street now carries Birch Jewellery on a shelf rented by artist Samantha Brazeau-Wilson.

"As an artist it's sometimes awkward to approach businesses to sell your stuff," said Brazeau-Wilson, who also sells in shops outside of Shelf Exchange. "You just pitch it to them and hope they'll bite."

Brazeau-Wilson is using the website to pay Twiss & Weber seasonal rent for the space to showcase her jewelry in a brick and mortar location. In exchange she receives all the money from sales and Shelf Exchange collects a fee for their service.

"For businesses it kind of shows as an artist you're willing to put that commitment right away. You're essentially paying to be there. It's definitely different and I like the approach," she said.

Twiss & Weber co-owner Laura Twiss said the advantage for her shop is saving time.

Normally, Twiss would go to trade shows or tour other boutiques to find products. Between running the shop, running a clothing line and managing a young family, Twiss said she doesn't get to meet as many designers as she'd like.

"We're still young at it and figuring out how to best position our time," she said.

"This saves us some time because Shelf Exchange can present us with a list of designers and we can shop from it online."

"Shelf Exchange does a lot of the legwork for us," she said.

Shelf Exchange founder Jason Connell. OTTAWA BUSINESS JOURNAL

Bylaws bind eatery

URBAN PLANNING

Wellington Diner owner's bid for fresh air a tough slog

Emma Jackson
Metro | Ottawa

A west-end diner may yet get the accordion windows it wants, after a fight with city staff landed on the mayor's doorstep.

The Wellington Diner, a family-friendly restaurant sandwiched between Hintonburg and Westboro on Wellington Street West, was recently denied a permit to install folding accordion windows at the front of the restaurant, which owner Jeff Frost said he wanted because he's not allowed a proper patio.

The issue caught the attention of local residents on social media, eventually bringing local councillor Jeff Leiper and Mayor Jim Watson into the fray.

Leiper's now vowing to get a bylaw exemption so Frost can install the windows in time for next summer.

Frost was prepared to spend $50,000 to install the custom windows so they could pull back in good weather to give customers a bit of fresh air in lieu of a patio.

But when folded back, the windows would protrude about three feet on either side of his windowsill, cutting into the sidewalk's right-of-way.

> **He is upset, and I have a lot of sympathy here.**
> Coun. Jeff Leiper

City staff rejected his encroachment request on those grounds earlier this month after asking to see structural engineering and architectural documents on top the original drawings he had submitted.

Mad that his time and money had been wasted, Frost took to Twitter to complain the city's processes are flawed.

Now, Leiper and the mayor are working together to find a solution.

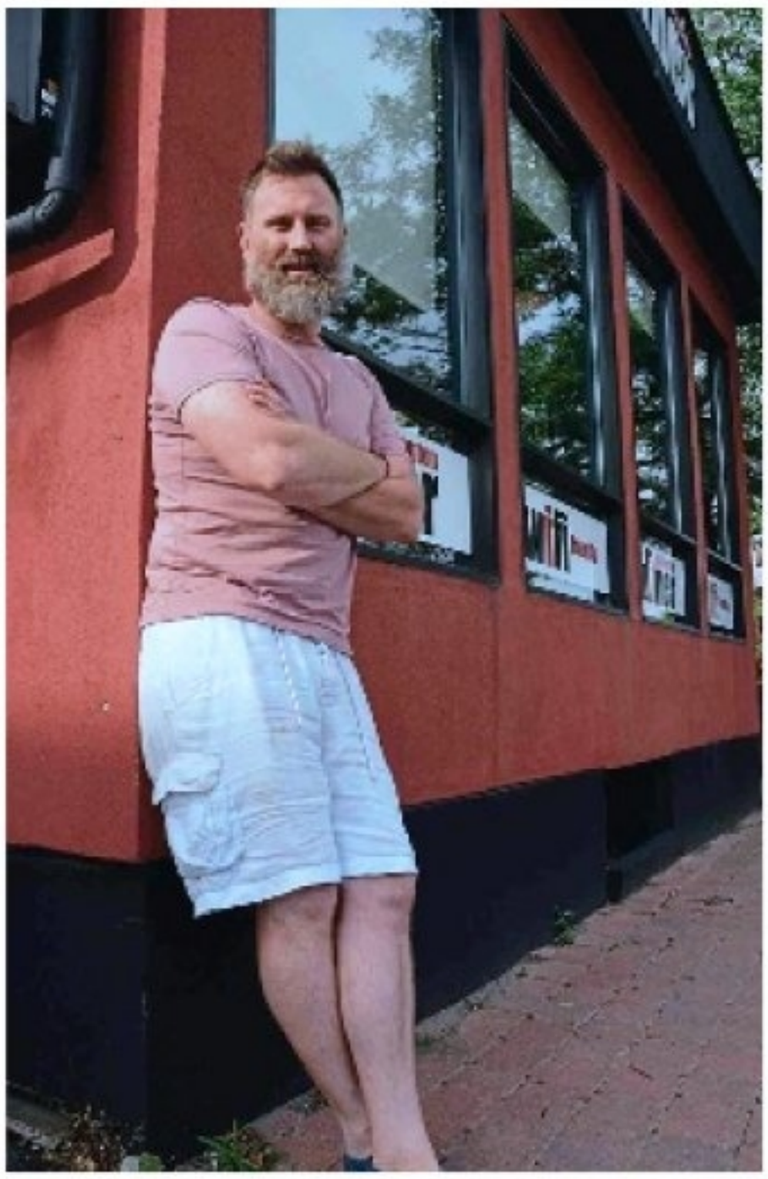
"He is upset, and I have a lot of sympathy here," said Leiper.

The councillor said he hopes to make the windows happen this fall — although he recognized that's too late for this year's outdoor dining season.

On top of that, Leiper also wants to fix some of the "inconsistencies" that this saga uncovered in the city's encroachment policies.

For example, while Frost's windows aren't allowed to protrude onto the sidewalk, for about $150 he'd be allowed to set up seasonal bistro tables in the same spot. The irony's not lost on Frost.

"How much are they going to project out?" Frost said.



Wellington Diner owner Jeff Frost has been fighting the city to get a patio, or at the very least to install accordion windows he can pull back on nice days. EMMA JACKSON / METRO

That's precisely the kind of policy gap Leiper said he'll address with staff this fall.

"It's time to eliminate unnecessary red tape to help businesses succeed," Leiper said. "We've got an opportunity to take a look and make sure we're striking a balance between protecting the public's interest and over-regulating."

TOURISM

City can't rest on its laurels

Ottawa ranks high as an overall travel destination in a new survey, but the city lags behind other many major Canadian cities in air access and needs to better define its identity in marketing campaigns if it hopes to fully cash in on its potential, officials at a recent tourism summit were told.

"Overall, I would say Ottawa is doing fairly well," said Paul Ouimet, managing director of DestinationNEXT, which conducted the survey of 200 members of the local tourism industry, businesses, government officials and travellers in April and May.

"You're starting from a position of strength."

The city compared very favourably with the more than 250 other destinations worldwide the organization has surveyed in overall strength as a tourist destination — a category that encompasses elements such as attractions and entertainment, events, sports and recreation facilities and convention spaces — as well as community engagement, he told the audience of nearly 300 at the Shaw Centre.

But he said Ottawa scored lower in categories such as international air access and brand, a "bit of a red flag" that suggests industry groups such as Ottawa Tourism need to do a better job of selling visitors on the city's many assets such as its natural beauty, world-class museums and other cultural attractions.

While Ottawa's tourism organizations and various levels of government appear to be on same page when it comes to how to promote the city, they can't rest on their laurels, Ouimet added.

A destination's brand is becoming increasingly important as cities look to stand out from the crowd in the evermore competitive tourism business, he said.

"There's a lot of other communities that are coming after you," he said. "It's really, really important to continue to push the envelope."

Steve Ball, president of the Ottawa Gatineau Hotel Association, said branding has long been a challenge for the tourism industry in Ottawa because many travellers associate the nation's capital so closely with the government of the day.

DAVID SALI/OTTAWA BUSINESS JOURNAL

> **There's a lot of other communities that are coming after you. It's really, really important to continue to push the envelope.**
> Paul Ouimet, managing director, DestinationNEXT

BUSINESS OPPORTUNITY

The Blind Spot
Serving Canada Since 1982

With over 100 areas being serviced across Canada, we are looking for

"NEW DEALERS"
Window Blinds & Shutters
Possible Six Figure + Earning Potential

• No Royalties • Home Based Business • Very Large Areas
• No Inventory • Very Small Investment • Lucrative

...Desired Profile... "Persons Too Young To Retire"
Ontario Locations • www.theblindspot.ca

We Support Children of OPERATION SMILE 1-800-290-6972

BLACK LIVES MATTER PEACEFUL DEMONSTRATION
In solidarity with black activists and their supporters worldwide, more than 200 converged on Parliament Hill Sunday to demand justice for people of colour. The gathering came on the two-year anniversary of the death Eric Garner, a black man who died while police in the U.S. put him into a chokehold. The peaceful United We Stand demonstration in Ottawa coincided with similar events in other cities across North America, as people chanted "I can't breathe" and "No Justice No Peace" while they marched from Wellington Street toward the Human Rights Monument on Elgin Street. JOE LOFARO / METRO

CONSTRUCTION

Closure adds to problem

Main Street construction is set to cause even more headaches for cyclists and pedestrians this month as a section of a multi-use pathway is closed under the McIlraith Bridge.

Beginning Monday, the path under the western side of the bridge will close for three weeks while bridge bearings are replaced overhead.

Instead of connecting between Rideau Garden Drive and Rideau River Drive, cyclists and pedestrians will be detoured to Main and Riverdale Avenue, a city notice said.

Crossing the bridge over the Rideau River has also been tricky for cyclists. Staff put up new signs in the area this month asking drivers to stop harassing cyclists for legally taking the lane when they feel unsafe on the temporarily narrowed span. EMMA JACKSON/METRO

IN BRIEF

Two killed in afternoon motorcycle crash in city

A man and woman are dead after the motorcycle they were riding collided with a car in the city's east end Sunday afternoon, said Ottawa paramedics.

Paramedics received a 911 call just after 4:30 p.m. and responded to Montreal Road near Highway 174. The man and woman, believed to be in their 20s or 30s, were found in cardiac arrest and pronounced dead at the scene of the collision, according to paramedics.

Ottawa police also responded to the scene and are conducting an investigation.

JOE LOFARO/METRO

Members of Duran Duran rock out on the City Stage at Bluesfest Saturday night on the last weekend of the festival. COURTESY ROCH PARISIEN/ROCON COMMUNICATIONS

No rainy day Blues with crowds staying red hot

BIGGEST SINCE 1998

Festival records its first advance sell-out since Ray Charles gig

Emma Jackson
Metro | Ottawa

RBC Ottawa Bluesfest enjoyed its first advance sell-out in nearly 20 years, despite two weeks of the summer's wildest weather.

Executive director Mark Monahan said Friday's crowd of nearly 40,000 festival goers — mostly to see the Red Hot Chili Peppers — was the first time a show had sold out early since Ray Charles played Confederation Park in 1998.

Monahan said the numbers speak for themselves on any potential backlash to Friday's last-minute price hikes.

"We really didn't get any objection," Monahan said. "Obviously."

He expects about 300,000 visitors came to the festival over its nine-day run. That's on par with previous years, and the festival was even a day shorter this year.

> **We've heard some great stories of buses being full of festival goers having singalongs.**
> Mark Monahan, Bluesfest

While Monahan said the festival was "phenomenal" overall, the weather was certainly tricky. The first weekend was a wash, with more than 20 centimetres of rain on Saturday alone.

And then came the heat: With temperatures above 30 C last week, the humidity made some weekday temperatures feel much hotter, especially on July 13 when country star Brad Paisley took the stage.

Of course, where there's humidity there's thunderstorms, and Bluesfest dealt with its share of those, too.

Still, Monahan said the rainy Lumineers show on July 9 was one of his favourites.

"When it's raining like that, everyone's in it together," he said.

Monahan's also feeling good about how attendees got to LeBreton Flats.

He thinks more people took the bus this year, after the city imposed a $100,000 transit fee that translated into free transit for all Bluesfest ticket-holders.

"We've heard some great stories of buses being full of festival goers, having singalongs and having a great time," Monahan said. "I think it's actually been a really good thing."

metro
Tell us how you really feel.
Join our online reader panel and help make your Metro even better.
metronews.ca/panel

iMARKETING
CALL CENTRE SALES AGENTS NEEDED
NOW HIRING
EXPERIENCED SALES STAFF
• Earn up to $700+ a week with guaranteed hourly wage + daily and weekly performance bonuses.
• Flexi schedule for top performers
• Paid every Friday
• New state of the art call centre.. great location
• Advancement opportunities
• Full time and Part time available
• Seniors and Students welcome
FLUENT ENGLISH IS A MUST!
Contact Chris Flores at 1-800-210-8579 ext 383
Email: Christian.flores@imkgp.com

COLLEGE DIPLOMAS IN HEALTH CARE!
✔ Fitness and Health Promotion
✔ Medical Office Assistant
✔ Medical Lab Technician
✔ Personal Support Worker
✔ Pharmacy Technician
CLASSES STARTING SOON

ALGONQUIN CAREERS ACADEMY
1830 Bank St, at Walkley station • 613-722-7811 • www.algonquinacademy.com

Dr. James Silvius, head of Alberta's assisted-dying co-ordination service, a central referral agency for terminally ill patients seeking hastened death with physicians willing to provide the procedure Nine in Calgary, Alberta. TODD KOROL/TORSTAR NEWS SERVICE

Assisted death access varies

EUTHANASIA

Some provinces have service to refer to willing doctors

Some provinces have neglected or been slow to adopt a recommended measure to ensure patients wanting an assisted death can get it and that doctors who offer it are sheltered from professional stigma and physical threats.

Medical experts have urged Canadian health authorities to create publicly funded co-ordination or referral agencies that would make sure patients who want to end their lives can find doctors willing to perform the procedure.

Yet one month after the controversial law was adopted on June 17, only a few jurisdictions — Alberta, Ontario, Manitoba, New Brunswick and Northwest Territories — have such a centralized service in place.

Some, including Saskatchewan and Prince Edward Island, are compiling lists of doctors who would be willing to administer a deadly drug cocktail upon request from a terminally ill patient who meets the legal requirements.

In Quebec, where doctor-assisted death has been legal since December, it is the responsibility of doctors who refuse to perform the procedure to refer their patient to another physician. The Quebec and Nova Scotia health ministries confirmed they have no central referral service.

Health Canada would also like to see all provinces set up care-co-ordination services, although there will be no requirement in coming federal regulations that would require that, a spokesperson said. Without co-ordination agencies, health officials fear a scenario in which terminally ill patients and their families would have to shop around for a physician willing to fulfil their wishes.

Surveys conducted by the Canadian Medical Association suggest it is a real concern. Sixty-one per cent of doctors in one survey identified as conscientious objectors to assisted death. Two-thirds said they would be reluctant to refer patients to a willing colleague, said president Dr. Cindy Forbes.

"The issue of conscientious objection is huge and it's related to the issue … of how physicians feel about this," she said in an interview. "Some of them are obviously quite uncomfortable about referring as well."

61%

The proportion of doctors surveyed who say they would refuse to help a patient die.

Co-ordinating bodies can also protect physicians who are willing to carry out the procedure but reluctant to advertise the fact or to risk being identified as a provider of euthanasia.

That sentiment comes as no surprise to Dr. James Silvius, the medical director of Alberta's Medical Aid in Dying program.

"In the early days of this, we got hate mail. I've been publicly identified early on as doing this work. We have an email address, and I've been told I'm a murderer and other things," he said.

Alberta was among the first to set up a central service that maintains lists of doctors and pharmacists willing to take part in the procedure. Only the medical director in each of Alberta's five health zones has access to the list of doctors in their jurisdiction. Not even Silvius knows the names.

"We could become targets, and we don't want that to happen," he said, adding that the list of willing pharmacists is also "very tightly held."

TORSTAR NEWS SERVICE

+ INTIMIDATION

The emotional debate around assisted dying has focused on medical ethics and protections for physicians opposed to it. There has been less attention paid to doctors who are willing to end a patient's life but fear protests, harassment or even physical violence.

"We are aware that physicians are concerned about the potential of unwanted interference," said Dr. Douglas Bell, associate executive director with the Ottawa-based Canadian Medical Protective Association.

He noted that in cases before the federal law was passed in which terminally ill patients sought a court order to get an assisted death, physicians asked the judges to keep their identities confidential.

BRAMPTON

Whistleblower wins legal fight against company that fired him

In a landmark court ruling, a Brampton man has successfully challenged federally regulated companies' ability to fire non-unionized employees without cause — affirming the right of half a million Canadian workers to protection against unjust dismissal.

After a six-and-a-half-year legal battle, the Supreme Court of Canada backed Joseph Wilson, 45, who claimed he was unfairly terminated by Atomic Energy of Canada Limited (AECL) for exposing "improper" procurement practices at the Crown corporation, according to court documents. While the company offered him a six-month severance package for his 2009 dismissal, it maintained that it did not need to give a justification for firing him.

But the ruling affirms that employees — unionized or not — can be terminated only for just cause under the Canada Labour Code.

In an interview, Wilson described his victory, which will impact 500,000 workers in sectors such as banking, telecommunications and airlines, as a "David vs. Goliath scenario."

"I hope this gives (my former colleagues) some justice as well because some people didn't have the opportunity or the ability to fight," he said.

In an emailed statement, a spokesperson for AECL said the company "seeks to manage its human resources in compliance with Canadian labour laws and is pleased the Supreme Court of Canada has clarified the law in this area.

"We will review the recent Supreme Court decision and ensure that our human resource policies and practices are aligned."

Toronto employment lawyer James LeNoury, who represented Wilson, said the decision also affirmed that non-unionized workers have similar remedies for unjust dismissal as their unionized counterparts, such as reinstatement with back pay.

Although the Supreme Court ruling applies only to federally regulated employees, LeNoury said it could have an impact on Ontario's current review of its own employment and labour laws.

> I hope as Ontario is reviewing its employment legislation that they will reflect on the Supreme Court decision today. Hassan Yussuff

Non-unionized workers have no protection against unjust dismissal under the province's outdated Employment Standards Act.

"I hope that they're looking at ways, speedy ways for people to get their complaints resolved as opposed to going through the court procedure which can be lengthy. I say that looking at Wilson who has been tied up in the adjudication process," LeNoury said.

Hassan Yussuff, president of the Canadian Labour Congress which intervened to argue in support of Wilson, called the decision "a vindication for (Wilson) for his courage and conviction to speak out in a whistleblowing exercise.

"Today the court ruled he is entitled to the same protections as other workers who are protected under the code," he said.

"I hope as Ontario is reviewing its employment legislation that they will reflect on the Supreme Court decision today."

TORSTAR NEWS SERVICE

Sexism cited as barrier in local politics

EQUALITY

Study finds just 23% of local elected leaders are women

Halena Seiferling imagined that, of all political realms, the municipal level would be where women were most represented — in mayors' offices and city council seats across Canada.

None of that onerous travel to and from legislative capitals. The absence of party systems and the partisan vitriol to which they are prone. Issues, from speed bumps to public libraries, closest to neighbourhoods and home.

"People assume that the municipal level is just inherently more accessible for women or more welcoming," the 26-year-old Regina native told Torstar News Service. However, "based on the numbers in Canada, that's not reflected."

Seiferling, who led a study at Simon Fraser University for her master's degree in public policy, found that while Canadian women have been legally able to run for political office for almost a century, they "remain severely under-represented at all levels."

As of 2015, she said, women comprised 26 per cent of legislators at the federal level, 25.7 per cent provincially, and just 23 per cent in municipal governments.

The issue, she found, is not voter behaviour or gender bias. Canadians have shown they will vote for women. The problem, she said, is there are "too few women running for municipal offices in Canada."

And the chief reason for that, she said, is "persistent sexism."

REPORT

Seiferling's report recommends:

- Mentorship programs for young women, pairing them with city councillors.
- Campaign finance reform to level the playing field.
- Direct provision of campaign funds to women.

Negative attitudes, sexist comments, and obsession with women's age, appearance and communication styles continue to prevail, Seiferling was told by women who have been elected mayor or city councillor.

To help in the challenge of changing culture, Seiferling adopted Prime Minister Justin Trudeau's decision to apply gender parity in appointing his federal cabinet, recommending that municipalities mandate gender equity for all advisory committees and boards.

Such a measure would address "the biggest barrier identified in my research — that of the unwelcoming political culture," she said.

It would ensure that "more women are present in municipal decision-making spaces, which will begin to shift the political culture," she wrote. And it would build skills and experience in women that would likely lead to the confidence, networks and support necessary to pursuing elected positions.

"Having more women involved in municipal decision-making spaces, before they even have to be elected, then hopefully the political culture would change a bit more quickly."

TORSTAR NEWS SERVICE

Don't worry, Canada — Pokémon Go has finally landed. Now Canadians can officially join people all over the world in catching their virtual reality Pokémon friends. AFP/GETTY IMAGES

AUGMENTED REALITY

Catch 'em all, Canada

Prospective Pokémon trainers can officially download the mobile gaming sensation Pokémon Go in Canada as of Sunday afternoon.

The augmented-reality game launched in the United States, Australia, New Zealand and Japan earlier this month.

But before Sunday, Canadians had to find workarounds to play the game north of the 49th parallel.

The game sends players into the real world to search for the mythical digital pocket monsters known as Pokémon, who appear on-screen when users hold up their smartphones in various locations at various times of the day.

On Sunday afternoon, it was announced on the app's Twitter page that the game is available for download in Canada on Android and iOS devices.

But the app's servers overloaded in the hour after the announcement, and wannabe players had to wait a little longer before they could register an account.

THE CANADIAN PRESS

COLD LAKE

Calgary man killed in air show plane crash

Jeremy Simes
For Metro | Calgary

A Calgary pilot has died after his plane crashed during the Cold Lake Air Show on Sunday afternoon.

Bruce Evans, who was flying a T-28 Trojan aircraft, died after his plane nose-dived during his performance, according to 4 Wing spokesman Matthew Strong.

"4 Wing emergency services responded to the situation immediately and upon securing the scene discovered Mr. Evans was killed as a result of the crash," Strong said in an email. "4 Wing and CFB Cold Lake and the Cold Lake Air Show express our condolences to the family, friends and loved ones of Mr. Evans."

The plane crashed around 2 p.m. on Sunday.

"(It was a) tragic end to an otherwise perfect day," said witness Ken Kimpton.

Evans — a geologist — purchased the T-28 Trojan in 2007 according to the Cold Lake Air Show's website.

Strong said 4 Wing has initiated an investigation into the crash.

"But primarily, we are providing support to Mr. Evans' team and loved ones," Strong said.

Bruce Evans CONTRIBUTED

OTTAWA • SMITHS FALLS • ARNPRIOR
Willis College graduates get 100% placement in direct field of study.
Where will you be in one year from now? Get a career that will change your life!
1. START WITH THE WILLIS ADVANTAGE
150 years of success. Downtown Ottawa Campus. Co-op with Fortune 500 companies.
Join the thousands of our graduates who enjoy rewarding and fulfilling careers.
2. GET HELP WITH FINANCING
Come explore your many options of financing available to help. Contact us to find out more.
3. GET THE CAREER YOU'VE DREAMED OF
ADVANCED NETWORK SECURITY PROFESSIONAL DIPLOMA PROGRAM
Starting Dates: May 30th and June 13th
WILLIS COLLEGE
Book an appointment with a career advisor.
Phone: 613-233-1128
Toll free: 1-877-233-1128
Email: info@williscollege.com
Online: williscollege.com

TURKEY

Crackdown after failed coup concerns some

Following a failed coup against Turkish President Recep Tayyip Erdogan, the government moved swiftly Sunday to shore up his power and remove those perceived as an enemy, saying it has detained 6,000 people.

The crackdown targeted not only generals and soldiers, but a wide swath of the judiciary that has sometimes blocked Erdogan, raising concerns that the effort to oust him will push Turkey even further into authoritarian rule.

Friday night's sudden uprising by a faction of the military appeared to take the government — and much of the world — by surprise.

The plotters sent warplanes firing on key government installations and tanks rolling into major cities, but it ended hours later when loyal government forces regained control of the military, and civilians took to the streets in support of Erdogan. At least 294 people were killed and more than 1,400 wounded, the government said.

On Sunday, Prime Minister Binali Yildirim said the coup had failed and life has returned to normal.

"Another calamity has been thwarted," Yildirim said. "However, our duty is not over. We shall rapidly conduct the cleansing operation so that they cannot again show the audacity of coming against the will of the people."

Yildirim said those involved with the failed coup "will receive every punishment they deserve." Erdogan suggested that Turkey might reinstate capital punishment, which was legally abolished in 2004 as part of the country's bid to join the European Union.

Even before the weekend chaos in Turkey, the NATO member and key Western ally in the fight against Daesh had been wracked by political turmoil that critics blamed on Erdogan's increasingly heavy-handed rule. He has shaken up the government, cracked down on dissent, restricted the media and renewed fighting with Kurdish rebels.

Speaking to a large crowd of supporters in front of his Istanbul residence Sunday evening, Erdogan responded to frequent calls of "We want the death penalty!" by saying: "We hear your request. In a democracy, whatever the people want they will get."

Grief-stricken relatives in Ankara and Istanbul buried those killed in the coup attempt, and prayers for the dead were read simultaneously at noon Sunday at Turkey's 85,000 mosques. Erdogan attended a funeral for his campaign manager Erol Olcak and his 16-year-old son, Abdullah Tayyip Olcak.

The government's announcement that 6,000 people had been detained — including three top generals and hundreds of soldiers — suggested a wide conspiracy. Observers said the scale of the crackdown indicated the government was taking the opportunity to consolidate Erdogan's power.

THE ASSOCIATED PRESS

People gather to mourn next to flowers and candles placed on the road for victims of the deadly Bastille Day attack. AFP/GETTY IMAGES

Candles are lit during a mass at the Saint Nicolas Orthodox church in Nice, France. AFP/GETTY IMAGES

Supporters of Erdogan gather in istanbul. GETTY IMAGES

CRIME

Pakistani model killed for 'honour'

The brother of slain Pakistani model Qandeel Baloch on Sunday confessed to strangling her for "family honour" because she posted "shameful" pictures on Facebook.

Qandeel Baloch

Baloch, who had become a social media celebrity in recent months, stirred controversy by posting pictures online taken with a prominent Muslim cleric.

Police arrested her brother, Waseem Azeem, and presented him before the media in Multan, where he confessed to killing her. He said people had taunted him over the photos and that he found the social embarrassment unbearable.

He said that he slipped her sedatives the night before and then strangled her in her sleep.

"Money matters, but family honour is more important," said Azeem. THE ASSOCIATED PRESS

Arabs living in Nice suffering from racism

BASTILLE DAY

Truck driver who killed 84 people was a 'loner'

It's only 15 minutes on the number 4 bus from Massena square to the gritty St. Roch neighbourhood, where the Rolls Royces and designer sunglasses of Nice's famous waterfront seem more than a world away.

The bus follows the banks of the Paillon river, past Don Bosco High School, a prison and a slaughterhouse before letting passengers off at the gates of a garbage processing facility.

Mohamed Lahouaiej Bouhlel, the man who killed 84 people by driving a 17-tonne truck through a crowd celebrating Bastille Day, lived on the fourth floor of a dingy walk-up building here. His name is misspelled on the intercom.

Unlike Rio de Janeiro, where the impoverished favelas are on the hills, here luxury condos loom over the poor neighbourhood. It's a constant reminder of the wealth the people who live here are missing out on.

Like many of France's infamous banlieues, St. Roch is populated largely by North African immigrants and their children, and has disproportionately high unemployment and crime.

At Chez Elies, a local kebab shop, a group of men hang out drinking coffee and Fanta, rolling cigarettes and listening to music through the open door of a parked car. Each one of them knew Bouhlel by sight, but said he wasn't one to stop and chat — a practice common in the tightly knit neighbourhood.

"He was a loner. He drank his Kronenbourg (a local beer) alone in the park right across the street," said Wissem Addali, 38, who immigrated to France 20 years ago from the same region of Tunisia as Bouhlel.

Nice is one of France's biggest terrorist recruiting hubs. More than 50 locals have departed to fight in the Middle East, according to the Economist.

Authorities said Bouhlel "radicalized very quickly" and have found two text messages sent in the moments before the attack that seem to suggest he had accomplices.

CCTV footage reportedly shows Bouhlel twice scouting the Promenade des Anglais, where he carried out his mass murder. French television station BFM reported that he drove slowly down the boulevard on Tuesday and Wednesday.

After tracing Bouhlel's texts and phone calls, police arrested an Albanian couple Sunday, local press reported, bringing the total to seven, but no arms, explosives or extremist propaganda were found.

Bouhlel's ex-wife, who was held for 48 hours, was released Sunday. Reporters who knocked at her 12th-storey apartment were rebuffed.

Everyone at the kebab shop was on the "prom" Thursday night. All of them have close-call stories and know someone who didn't make it. But instead of sympathy, they say they get suspicion.

All those gathered at the kebab shop agreed that France has a problem with anti-Arab racism, and that it's gotten worse since it first came to the world's attention with widespread rioting in 2005.

TORSTAR NEWS SERVICE

POLICIES

Christian Estrosi, former mayor of Nice and now president of the regional government, brought in several measures widely seen to target the Arab population. In 2012, yelling, instruments and foreign flags were banned during weddings. In 2014, foreign flags were banned anywhere in public.

REPUBLICANS

Tensions high before convention

The day before the Republican National Convention got underway in Cleveland, the fatal shooting of three police officers in Louisiana on Sunday added new concerns about security as huge crowds were expected to protest and the city police chief prepared officers to deal with the open carrying of weapons as allowed by state law.

Republican Ohio Gov. John Kasich rebuffed a request by the head of the Cleveland police union to suspend that law during the convention, saying he doesn't have the authority to "arbitrarily" alter laws and constitutional rights.

Kasich, who has pushed programs to heal rifts between communities and police after several fatal police shootings, said those bonds must be "reset and rebuilt."

"Everyone has an important role to play in that renewal," said Kasich, who called law enforcement "a noble, essential calling."

Authorities say three officers were killed in Baton Rouge, Louisiana, and three more injured in a shooting less than one mile from local police headquarters.

Sunday afternoon, hundreds of people lined a bridge leading into downtown Cleveland in a peaceful "Circle the City With Love" rally. Participants standing on opposite sides of the bridge from one end to the other held hands and stood in silence for several minutes.

Late Sunday afternoon, a few dozen people began marching in a noisy "Shut Down Trump and the RNC" from east of downtown toward Public Square.

The morning started with Cleveland Police Chief Calvin Williams saying barricades have been placed at key streets and intersections in the city's downtown before the start of the convention to thwart the type of attack that occurred in France when a man drove a large truck into crowds, killing 84 people.

There have long been concerns about violent protests and clashes between those who support the presumptive nominee, Donald Trump, and those who oppose him and his inflammatory rhetoric. There have been reports that anarchists and black separatists also plan to protest in Cleveland during the convention, Williams said. THE ASSOCIATED PRESS

Donald Trump, left, and VP candidate Mike Pence AP

Police guard areas around the city of Baton Rouge, Louisiana on Sunday. Multiple law enforcement officers were killed and wounded Sunday morning in a shooting near a gas station in Baton Rouge, less than two weeks after a black man was shot and killed by police. THE ASSOCIATED PRESS

'No place for more violence'

Three Baton Rouge officers killed in shooting less than two weeks after a black man was shot and killed in the city by police in a confrontation that sparked mass protests. THE ASSOCIATED PRESS

Three Baton Rouge law enforcement officers investigating a report of a man with an assault rifle were killed Sunday, less than two weeks after a black man was shot and killed by police in a confrontation that sparked nightly protests that reverberated nationwide.

Three other officers were wounded, one critically. Police said the suspect was killed at the scene. Authorities said the dead gunman was the only person who fired at the officers, but they were unsure whether he had some kind of help from others, according to a state police spokesman.

"We are not ready to say he acted alone," Major Doug Cain said. Two people were detained in the town of Addis. Cain called them "persons of interests."

The shooting — which took place just before 9 a.m., less than a mile from police headquarters — came amid escalating tensions across the country between the black community and police. The races of the suspect and the officers were not immediately known.

It was the fourth high-profile deadly encounter in the United States involving police over the past two weeks. The violence has left 12 people dead, including eight police officers, and sparked a national debate over race and policing.

Authorities initially believed that other assailants might be at large, but hours later said that no other active shooters were on the loose. They did not discuss the gunman's motive or any relationship to the wider police conflicts.

The shooting began at a gas station on Airline Highway. The suspect's body was next door, outside a fitness centre. Police said they were using a specialized robot to check for explosives near the body.

According to radio traffic, Baton Rouge police answered a report of a man with an assault rifle and were met by gunfire. For several minutes, they did not know where it was coming from.

The radio exchanges were made public Sunday by the website Broadcastify.

The recording lasts about 17 minutes and includes urgent calls for an armoured personnel carrier called a BearCat.

A law enforcement official familiar with the investigation said the shooter was identified as Gavin Long but had no details. The official spoke on condition of anonymity because the official was not authorized to discuss an ongoing investigation.

Gov. John Bel Edwards rushed to the hospital where the shot officers were taken.

"There simply is no place for more violence," Edwards said. "That doesn't help anyone. It doesn't further the conversation. It doesn't address any injustice perceived or real. It is just an injustice in and of itself."

Of the two officers who survived the shooting, one was hospitalized in critical condition, and the other was in fair condition. Another officer was being treated for non-life-threatening injuries, hospital officials said.

A Louisiana state representative identified one of the slain officers as Montrell Jackson, who had a four-month-old child. Ted James said he knew Jackson and his family personally.

The Baton Rouge attack unfolded hours after a domestic violence suspect opened fire early Sunday on a Milwaukee police officer who was sitting in his squad car. The officer was seriously wounded, and the suspect fled and apparently killed himself, authorities said.

THE ASSOCIATED PRESS

Obama urges unity amid police killings in Baton Rouge

Confronting another killing of police officers, President Barack Obama on Sunday urged Americans to tamp down inflammatory words and actions as a violent summer collides with the nation's heated presidential campaign.

Obama said the motive behind Sunday's killing of three officers in Baton Rouge, Louisiana, was still unknown. It was the latest in a string of deadly incidents involving law enforcement, including the police shooting of a black man in Baton Rouge and the killing of five officers in Dallas.

We as a nation have to be loud and clear that nothing justifies attacks on law enforcement.
U.S. President Barack Obama

"We as a nation have to be loud and clear that nothing justifies attacks on law enforcement," Obama said in remarks from the White House briefing room.

The president spoke on the eve of the Republican Party's national convention, where Donald Trump will officially accept the GOP nomination. The businessman has cast the recent incidents as a sign that the country needs new leadership, often using heated rhetoric to make his point.

"Every one right now focus on words and actions that can unite this country rather than divide it further," Obama said.

Obama has spent most of the last week focused on defusing tensions and rebuilding trust between police departments and the communities they serve.

On July 7, an Army veteran opened fire on law enforcement in Dallas, killing five and wounding seven other officers. The shooter, who was black, said he wanted to kill white people, especially white officers.

THE ASSOCIATED PRESS

INVESTING

Private equity firms zeroing in on oilpatch bargain prices

Investors are waiting in the wings to spend money in Western Canada's oil and gas sector, says one expert. THE CANADIAN PRESS

The largest energy-focused private equity firm in Calgary is ramping up its oilpatch investing pace to take advantage of bargain prices and an expected recovery in oil prices next year.

ARC Financial Corp. has been more active than usual in 2016, fuelled in part by $1.5 billion pledged a year ago to a new investment fund, said co-CEO Lauchlan Currie in a recent interview. ARC has $5.3 billion in investor commitments through eight energy funds and has invested in over 180 companies over the past two decades.

"We are backing a number of early stage private companies that are out looking for acquisitions," Currie said.

"We just see it as one of the best opportunities in a long time because we're anticipating a recovery probably into 2017. And we're capturing high-quality assets that you're just not normally going to get access to."

Bruce Edgelow, vice-president of strategic initiatives for ATB Financial, said in a recent interview that commodity price volatility has made it difficult for buyers and sellers to agree on prices over the past two years. But he said there are plenty of well-heeled Canadian and international investors waiting in the wings to spend money in the Western Canada oil and gas sector.

"We think the number is very conservatively $10 billion Cdn that is available to do the transactions," he said.

"The capital has been there almost since this downturn started but we have not seen the deployment of it quite yet because the gateposts are fairly wide between the buyers and the sellers."

Last week, Rising Star Resources, a newly created junior oil and gas producer, announced it had raised $25 million from private equity firms Lex Capital of Regina and 32 Degrees Capital of Calgary.

CEO Steve Sugianto said accessing private equity was the only option for Rising Star which wanted to buy oil-weighted production at a reasonable price — $30 million — from Calgary junior Petrus Resources. "We were looking for private because we feel like, with the timing, the public market is still not quite open yet for the small guy," he said.

THE CANADIAN PRESS

Tammy Meyers, co-founder and chief operating officer of QuestUpon Technologies, poses on the boardwalk at the Quay in New Westminster, B.C., on Thursday with her iPhone and, left, with a digital elk on the company's app. THE CANADIAN PRESS

ALGONQUIN COLLEGE | Centre for Continuing & Online Learning

PART-TIME LEARNING

STAY CONNECTED ON CAMPUS OR ONLINE.

Flexible learning options help you make the most of your spare time – whether you have a little or a lot.

PART-TIME ONLINE
Study when & where you want.

PART-TIME ON CAMPUS
Gain hands-on experience evenings and weekends.

With part-time online and part-time on campus learning you can choose to take a single course, take a few courses or work towards completing an entire program.

Register today and choose the schedule that works for you.

algonquincollege.com/ccol

Women hoping to disrupt tech sector

ENTREPRENEURS

Forum to tackle women's lagging entry into tech world

Technology entrepreneur Tammy Meyers does a mental count every time she attends a business conference promoting the augmented reality company she co-founded. Almost always, she's one of the only women in the room.

Meyers is chief operating officer of QuestUpon, a British Columbia tech firm that's been garnering accolades for virtual tourism experiences similar to the new Pokémon Go craze. She's been watching the province's tech industry advance rapidly, but hasn't seen women prosper at the same rate.

"There's probably more of a hill to climb for women to prove themselves, when it's a male-dominated space," she said.

Meyers blames the imbalance on factors from subtle sexism to lack of women in prominent roles, a view shared by several other female entrepreneurs. They also share a vision for spurring progress equal to the tech boom that's transforming the provincial economy and say their involvement is key to being globally competitive.

An upcoming gathering of 500 female business leaders and another 500 young women will tackle their lagging entry into the exploding tech-driven business world. Organizers of the Vancouver forum "We for She: Championing the Next Generation," have calculated it will take 100 years for women in Canada to achieve parity in the industry at the current rate of advance.

Women make up 54 per cent of B.C.'s post-secondary graduates in science and technology, but hold less than 10 per cent of senior leadership, according to the B.C. Innovation Council.

The forum, taking place in October, will highlight research about the snail's pace of change, said forum co-chair Lois Nahirney. Participants will examine unconscious bias and systemic barriers holding women back from leadership positions.

"It's exhausting, it's like always having to dance backwards in heels," said Nahirney, CEO of dnaPower Inc. and chairwoman of the Premier's Women's Economic Council.

Creating a welcoming environment that doesn't discriminate against hiring women and includes policies supporting life and family balance are vital to improving the dynamic, she said.

Angela Robert, a software engineer who co-founded Conquer Mobile, believes more women will enter the industry if companies allow part-time work, telecommuting and flexible maternity leave.

She said the tech ecosystem hasn't evolved to meet women's needs, nor does it reflect their image.

THE CANADIAN PRESS

> **It's exhausting, it's like always having to dance backwards in heels.** Forum co-chair Lois Nahirney

metro VIEWS
Your essential daily news
Monday, July 18, 2016

URBAN ETIQUETTE ELLEN VANSTONE

THE QUESTION

Which is grammatically correct: 'between you and me' or 'between you and I'? My grandmother seems pretty convinced that it's the latter.

Dead Ellen,

A woman at work told me that "between you and I" is wrong and I should say "between you and me," but my grandmother in Guelph taught me to always say "you and I" because that is more polite. What do you think?

Signed,
T.S., Toronto

Dear T.S.,

A link went around on Facebook recently, citing a University of Michigan study that indicated that sticklers for proper grammar aren't as "nice" as other people. I think we can all agree that I would never claim to be nice as I dispense my tart but brilliant advice to readers such as yourself. But I have laid off correcting people's grammar over the years, for several reasons.

Firstly, language is an ever-changing beast and it's often pointless to cling to old rules. Much as we hate to see language manglers confuse "comprise" with "compose" or "continual" with "continuous," we have also gained helpful new usages, such as the wonderfully sarcastic "I could care less" and the increased use of the non-binary "they" instead of "he" or "he/she" as a singular pronoun.

Secondly, as long as people are expressing themselves clearly, there's no need to snobbishly squelch them mid-communiqué with dribbling excretions from your own, supposedly better-educated brain.

I'm guessing your grandmother's labouring under the commonly held belief that if something sounds awkward, then it's probably correct.

The only time I will weigh in is with children in my care, because proper grammar is a tool like any other you want to put in their arsenal, to use as they see fit, as they head out into the world; and with pompous know-it-alls and poseurs, people who affect what they think is good grammar in a bid to appear more polite or better educated, but who are in fact merely rigid, pretentious and egregiously wrong.

I'm sorry to say that your grandmother may fall into the latter category. Of course I don't know the woman, and after writing this column, I doubt I'll ever be given the pleasure of an introduction. But I'm guessing she is labouring under the commonly held belief that if something sounds a bit awkward, then it's probably more correct. Fie on that misconception. I'd much rather hear speakers say "me and her went to the store" than "I went to the store with she, and I walked between she and the road."

The first example is wrong (because you'd never say "me went to the store" or "her went to the store). But the second example, also wrong, seems even worse because it clangs on the ear whether you know proper grammar or not. When in doubt, go with the vernacular, rather than put on airs with awkward constructions that you're unsure of.

Which brings us back to your grandmother. I applaud her for trying to make you sound more polite, but I must insist you think more critically next time anyone insists you follow a rule without justifying the reasons behind it. She didn't have the Internet. You do. If you really care about proper grammar, start getting into the habit of looking things up.

Need advice?
Email Ellen:
scene@metronews.ca

How worried should we allow ourselves to be?

Matt LaForge
Metro

What's the worst that can happen?

Three more police officers have been killed, evidently by another man with a big gun, this time in Baton Rouge, La. As of this writing, details are scarce, but no one can help but assume that this, like the attack in Dallas, was a vicious, misguided act of revenge.

Today, the Republican convention begins in Cleveland. The party will nominate Donald Trump as its presidential candidate and it will present a platform shot through with the white Christian nationalism that Trump has loudly championed on the trail.

The violence in Baton Rouge and Dallas — not to mention Minneapolis, Nice and Turkey — gives Trump, whose campaign had been flagging prior to the recent violence, a fresh opportunity to offer fascist consolations, a new context in which to rail against the enemies who threaten the country, to vow to make these enemies pay, and to personally ensure that his supporters' lost glory will be restored.

"Trump has lent his party ... a prompt to conservatives, to feel themselves unconstrained," Benjamin Wallace-Wells of the New Yorker wrote Sunday.

The head of Cleveland's police union, having contemplated the prospect of unconstrained-feeling conservatives assembling in his city, plans to petition Ohio governor John Kasich to suspend the state's open-carry gun laws during the convention. The irony behind the request is dark to even by summer 2016 standards: The police can ban tennis balls from the convention protest zone but, because Ohioans are constitutionally empowered to brandish rifles, they can't ban guns.

A lot of people have lately been talking about the 1968 Democratic convention in Chicago, where the police attacked antiwar protesters with clubs and tear gas for nights on end. You've heard the story told: the anti-Vietnam War movement had reached its apotheosis, Martin Luther King and Robert Kennedy had been assassinated, and the Newark and Detroit race riots were recent, vivid memories. The parallels to 2016 are easy to spot if you're looking for them.

The '68 riots are a central piece of 20th-century American political folklore. They're invoked gravely but with a certain fondness. A needed reckoning, a necessary exercise. Some eggs got cracked but the omelette got made.

At the other 1968 convention, the Republicans nominated Richard Nixon. No riots. Here's what one of his top advises, John Erlichman, said, in 1994, about happened next:

"The Nixon campaign in 1968, and the Nixon White House after that, had two enemies: the antiwar left and black people. ... By getting the public to associate the hippies with marijuana and blacks with heroin, and then criminalizing both heavily, we could disrupt those communities. ... Did we know we were lying? Of course we did."

Call this a program of conservatives who felt themselves constrained.

"A lot of subtext is going to become text in the next few days," wrote Tommy Craggs, of Slate, the day after the Dallas shooting.

Is that the worst that can happen?

metro
Your essential daily news

CHIEF OPERATING OFFICER, PRINT
Sandy MacLeod

VICE PRESIDENT & EDITOR
Cathrin Bradbury

EXECUTIVE VICE PRESIDENT, REGIONAL SALES
Steve Shrout

MANAGING EDITOR OTTAWA
Steve Rennie

ADVERTISER INQUIRIES
adinfoottawa@metronews.ca
General phone 613-236-5058

FREE TO SHARE

PHILOSOPHER CAT
by Jason Logan

Philosopher cat now at
www.mymetrostore.ca

metro LIFE

Your essential daily news

Season 2 arc of Degrassi to focus on racism and a Black Lives Matter protest

Flexing that side hustle muscle

Ashley Mckee uses the money from selling costumes on the side to fund her Roller Derby hobby. LIZ BEDDALL/METRO

TREND

Precarious job situation has many working extra gigs

May Warren
Metro | Toronto

After a long day at work Ashley Mckee heads home to flex her side hustle muscle.

The 31-year-old Torontonian makes adult Sailor Moon outfits and sells them on Facebook, a gig she estimates brings in about $800 a month on top of what she earns in her full-time position at a mascot manufacturer.

"My nine-to-five job covers all the bills and everything but there's very little left over for fun stuff," she said.

"I thought I could make a little bit extra on the side turning my hobby into an extra little job."

Mckee is one of many millennials turning to side hustle in an increasingly uncertain job market as the cost of living in cities continues to climb.

Covering everything from teaching English over Skype to driving an Uber, the term has even found it's way into Urban Dictionary, where it's defined as "sideline that brings in cash."

Andrew Cash, cofounder of the Urban Worker Project, which advocates for young workers, said while many may enjoy the flexibility a side job can bring, it's important to put the trend in context.

"The underlying sort of motive and motivation for most people here is just that they're just not covering their bills," he said.

Younger workers can find it hard to make ends meet faced with sky-high rents in cities and record levels of student debt, coupled with a job market full of temporary, part-time jobs, he said.

Recent Ryerson University grad Yaïza Décaudin has two side gigs on top of her part-time position at a bakery, freelance graphic design and tutoring. They make up one full-time job "in terms of time, but not money," she said with a laugh. While the 22-year-old enjoys the freedom the arrangement gives her to travel, it leaves her without benefits.

For Cash there's no "silver bullet" to the underlying problem, but it's something all levels of government and industry need to take very seriously. "Work really has changed, but wasn't hasn't changed is the need for workers to have stable, predictable jobs in communities where they can afford to start a life," he said.

FIVE WAYS TO MAKE SOME EXTRA CASH

Young adults across the country are hustling hard to make ends meet — on top of their regular jobs. Here are five ways almost anyone can turn their hard work and creativity into a little extra cash.
GENNA BUCK/METRO CANADA

1 Tap your talents

Can you knit? Make meringues? Chances are you can find people who would love to tap into your skill set. That's what 23-year-old Niloufar Fayaz, who loves baking, decided to do when she found herself between administrative jobs. While she looks for a job, Fayaz has been teaching others to make macarons in her Toronto kitchen for $90 per three-hour workshop.

2 Go shopping

Mystery shopping is a part-time market research gig where you pose as a customer at a business then fill out a questionnaire evaluating their level of service. Mystery shoppers get a small fee, typically $10-20, and often get to keep what they buy. But beware of scammers: Real mystery shopping companies never pay in advance and don't ask you to send your money anywhere.

3 Share your opinion

If you're in a demographic they're interested in, many companies pay cash or gift cards for your opinion on anything from the taste of beer to your experience with medical treatments. In-person groups, which are held in cities around the country, usually pay the best. And again, be wary of scammers: You shouldn't have to pay to sign up with a reputable company.

4 Be a wallflower

Those people who stand around looking cool in the background of a music video — or concerned, in the case of a police procedural — are often casual workers paid a day rate for a long shift on a movie or TV set. This side hustle often comes with meals and is especially popular in film industry hotspots like Vancouver.

5 Ride your bike

Package-delivery companies and sharing-economy start-ups like Uber Eats regularly hire bike couriers on a contract or casual basis. Erik Smith, 22, a recent graduate of Humber College's Comedy Writing and Performance program, said he makes $100 on a really good day delivering take-out meals by bike in Toronto.

CONTROVERSY

OITNB draws ire of veterans' groups

Leading veterans' groups are disturbed by the way veterans hired as prison guards are portrayed in the new season of the Netflix series, Orange is the New Black.

The veterans' groups say they take issue with the way the new guards disparage the inmates throughout season four of the drama that takes place in a women's prison and the way they talk about their combat experiences.

The Veterans of Foreign Wars called the show "offensive." Iraq And Afghanistan Veterans Of America said it will further stigmatize veterans, and Disabled American Veterans said the show is out of the touch with the reality of the veteran experience.

Netflix didn't respond to multiple messages left Thursday and Friday seeking comment.

In one scene in the finale, a guard tells another guard about innocent people he killed in Afghanistan. That's egregious, and just one way veterans are misrepresented, said Dan Clare, the national spokesman for DAV and an Iraq War veteran.

The danger, Clare said, is that Orange is the New Black is a popular show airing at a time when many service members are returning home and looking for jobs.

VFW national commander John A. Biedrzycki Jr. said the show's writers and producers chose to offend all veterans because they needed new villains. He spoke out Thursday, after a 27-year-old Air Force veteran, Tahlia Burton, wrote an opinion piece about the show for a military news and culture website, Task & Purpose.
THE ASSOCIATED PRESS

The Veterans of Foreign Wars called Orange is the New Black 'offensive' after the show portrayed veterans working as prison guards as 'monsters'. CONTRIBUTED

COST CUTTING

Swapping your way to saving money

Friends dive into the pile of clothes up for grabs at a clothing swap. TORSTAR NEWS SERVICE

COST CUTTING

Someone else's stuff may be the 'new' you are looking for

Gail Vaz-Oxlade
For Metro Canada

Looking for a way to get some "new" in your life without dropping big bucks. Why not hold a "new-to-you" party?

Get together with some friends and exchange what they have for what you have. In the old days these were called Swap Parties. All kinds of things can be swapped.

Baked goods and frozen meals. Have a group of friends who love to cook? Start a dinner and dessert swap. You each make something you're particularly good at. You stick one in your own freezer and then bring a half-dozen to the Swap Party. Bring a sample for everyone to try. Then swap so you go home with six new things for your freezer.

Cards, wrapping paper, bags, and other stationary. People always seem to have a ton of this kind of stuff hanging around. As long as you take home only as much as you bring to the party, everything comes out fair

DVDs, CDs, books and games. Have a bunch of games sitting on the shelf gathering dust? Done watching those movies? Time to put New to You to work. There's nothing more satisfying that getting a new set of DVDs or books that are new to you without having to spend a cent. Hey, it's a little like shopping second hand but cheaper. If there's stuff left over at the end of the night, one person can take it all to the local library.

Clothing. Whether you're a stay-at-home mom who is just re-entering the workforce or you're simply looking to change up your style a bit, a clothing swap can work if the people involved are all of a similar size. Or maybe you want to swap clothes because you've gained or lost weight, in which case you'll want multiple sizes at your party! If you're off-size, you can still play if your clothing swap includes accessories. Or focus on the one-wear outfits that have been hanging dejectedly in your closet. Think of all those outfits you bought for weddings or other parties that you haven't ever worn again. Swap 'em and have some fun.

BY THE WAY...
Swap parties can be a great way to not only stretch your budget but have some fun too. And if each invitee brings a guest along, it can also be a terrific way to make new friends.

Toys and baby gear. This is a great way to offer new-to-you toys to your kids. You each bring a couple of toys your kids no longer play with to the party, swap, and go home with something fresh and enticing for your young'un. Ditto clothes your kids may have outgrown.

You can have a swap party for anything you and your friends have similar interests in: plants or seeds are great for gardeners in the spring.

Recipes (with accompanying samples) and coupons work in the fall when the focus moves back to nesting. Scrapbookers can swap supplies and creative ideas. Sewers can share patterns. Readers can swap magazines and books.

For more money advice, visit Gail's website at gailvazoxlade.com

YOU CAN DO THIS MIDWIFE

I enjoy getting to know my clients

WHY I LIKE MY JOB

Remi Ejiwunmi, 45, Midwife with Midwifery Care of Peel and Halton Hills (Greater Toronto Area)

As a midwife, I provide comprehensive prenatal care to women while promoting healthy lifestyles that benefit both mother and child. I attend to women in labour and birth, and assist new moms with postpartum recovery and newborn baby care. I also provide check-ups, ultrasounds and general counsel to optimize each client's birthing experience.

I started practising when I was 25 years old, after achieving a bachelor of science in psychology and bachelor of health sciences at McMaster University. I earned a position with my current practice right after graduation, and have continued to grow and learn professionally since 1996. I also completed my master of science in quality improvement and patient safety from the University of Toronto to gain additional skills.

I enjoy getting to know my clients and their families over the course of their pregnancies and beyond. Midwifery is unique in that it encourages clients to become actively involved in their own care — so it's rewarding to see my patients discover their strengths throughout that process of active involvement and then use those strengths on their journey through parenthood.

HOW TO START

Midwives are the only health care professionals specifically trained in out-of-hospital birth. The typical path for a registered midwife involves obtainment of a bachelor's degree in midwifery followed by the successful completion of the national board exam.

There are seven recognized midwifery programs available in Canada, and each province regulates midwifery differently. In most provinces, newly registered midwives must complete a one-year mentorship under the guidance of an experienced midwife.

WHERE YOU CAN GO

According to Statistics Canada, the nation has experienced an average increase of 3,110 births per year since 2011 (totalling an estimated 388,729 in 2015). A rising birth rate and population means there is a greater demand for registered midwives.

Midwives typically serve as primary caregivers to pregnant, birthing and postpartum women and their babies for the first six weeks of life in patient homes or birth centres. Additionally, most midwives are able to admit and discharge patients in local hospitals as needed. Midwives are also increasingly filling administrative and policy roles within the government, in education as faculty, and in policy roles with health care organizations.

THE BASICS: Midwife

Data for this feature was provided by payscale.com, service-canada.gc.ca, statcan.gc.ca and onetonline.org.

+14%

The amount of growth expected in this field over the next 8 years.

$72,000

Median annual salary for experienced midwives. Those well into their careers can earn upwards of **$90,000** per year.

Service Directory
To advertise contact Gabrielle at 613-369-5433

July 18

OPTOMETRY

KEEP YOUR EYES HEALTHY
MAKE AN APPOINTMENT TODAY
CALL OR BOOK ONLINE
Bayshore Optometric Clinic
OPEN 7 DAYS A WEEK 613-820-6111 bayshoreoptometry.com

LOANS

metro SPORTS

Derek Drouin of Corunna, Ont., had his best high jump of the season Sunday, clearing 2.38 metres to win at Eberstadt in Germany

How Swede it is

BRITISH OPEN

Stenson wins first major with record-tying final round

Henrik Stenson is the champion golfer of the year, thanks to a final round for the ages.

He kept hitting the best shots of his life, one after another, and he needed each one to stay ahead of Phil Mickelson in a British Open duel that ranked among the best in major championship history.

Stenson made 10 birdies, including a 50-foot putt across the 15th green that had him pumping his fist in a rare show of emotion Sunday.

The final stroke in this masterpiece was a 20-foot birdie putt on the 18th hole that curled into the cup on the final turn. It gave him an 8-under 63, tying Johnny Miller at Oakmont for the greatest closing round by a major champion, and Stenson didn't even realize it until he sat down to sign his card.

Records didn't matter. This was about winning his first major.

"Right now I'm running on adrenaline. But there will be some point when I'll struggle to make it up the stairs when I get back to the house," Stenson said after four hours of an epic battle between two 40-somethings at Royal Troon.

Mickelson was a runner-up for the 11th time in a major, but never like this. He can't look back at a mistake because he really didn't make any. He opened with a 63, closed with a career-best 65, shot the second-best score in Open history and was 11 shots better than everyone in the field.

Except one.

"It's probably the best I've played and not won," Mickelson said. "I think that's probably why it's disappointing in that I don't have a point where I can look back and say, 'I should have done that or had I only done this.' I played a bogey-free round of 65 on the final round of a major. Usually, that's good enough to do it, and I got beat. I got beat by 10 birdies."

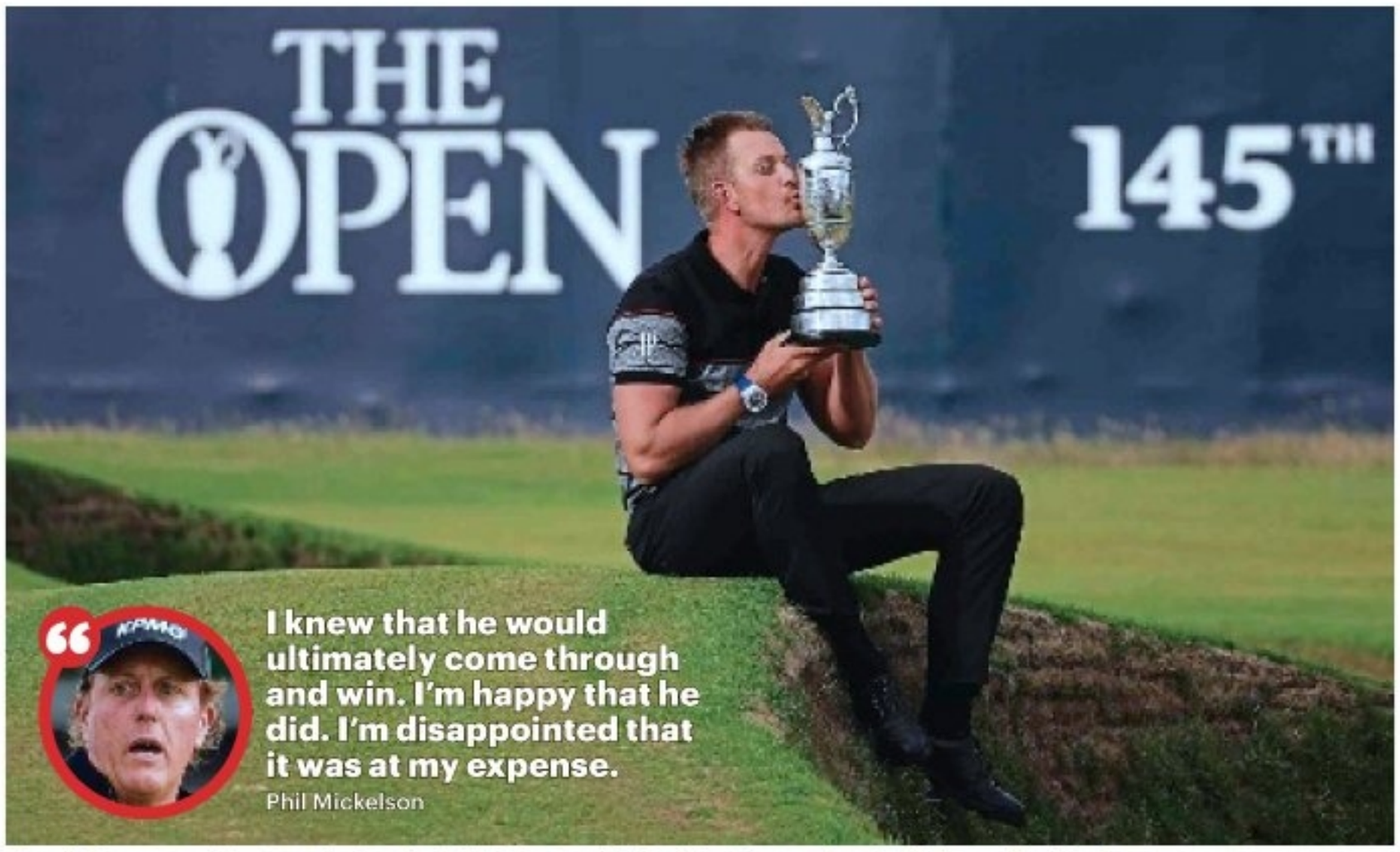
He got beat by arguably the best final round in 156 years of major championships.

Miller also made 10 birdies in his final round of the 1973 U.S. Open, and then waited to see if anyone could catch him. Stenson pulled away with birdies on the 14th and 15th holes, and then a third in a row after Mickelson drilled a 3-wood onto the green at the par-5 16th and came within a fraction of an inch of making an eagle.

The last birdie was for the record book.

Stenson finished at 264, breaking by one shot the 72-hole scoring record in the majors that David Toms set in the 2001 PGA Championship at Atlanta Athletic Club. His 20-under par matched Jason Day's record for lowest under par at last year's PGA Championship.

THE ASSOCIATED PRESS



"I knew that he would ultimately come through and win. I'm happy that he did. I'm disappointed that it was at my expense."
Phil Mickelson

Henrik Stenson celebrates winning the British Open with the Claret Jug on Sunday in Troon, Scotland. MATTHEW LEWIS/GETTY IMAGES

MLB

AL MVP provides winning hit in 9th

Josh Donaldson hit a tiebreaking two-run double with two outs in the ninth against his former team and the Toronto Blue Jays held on for a 5-3 win over the Oakland Athletics on Sunday to avoid a three-game sweep.

Troy Tulowitzki homered while Russell Martin and Justin Smoak added two hits apiece for the Blue Jays.

Donaldson, traded from Oakland to Toronto prior to the 2015 season, also singled and scored in the first inning to help the Blue Jays win after A's starter Rich Hill left the game with a blister on his finger in the first inning.

SUNDAY In Oakland

5	3
BLUE JAYS	ATHLETICS

Marcus Semien homered for the A's.

Smoak and Junior Lake hit consecutive one-out singles off John Axford (3-3) in the ninth. Devon Travis struck out looking before Donaldson lined a 2-1 pitch down the left-field line to drive in pinch-runner Andy Burns and Lake.

Jason Grilli (3-1) retired three batters for the win. Roberto Osuna pitched the ninth for his 19th save.

THE ASSOCIATED PRESS

INDYCAR

Power completes Toronto hat trick

Will Power THE CANADIAN PRESS

Will Power has won his third Honda Indy Toronto.

The Australian, who previously won the event in 2007 and 2010, captured the 85-lap race on the streets surrounding Toronto's Exhibition Place by 1.5275 seconds.

Brazil's Helio Castroneves was second ahead of James Hinchcliffe of Oakville, Ont.

Power, the 2014 IndyCar Series champion, started the race in fourth after qualifying.

THE CANADIAN PRESS

TOUR DE FRANCE

Pantano wins mountain stage, Froome still in lead

Colombian rider Jarlinson Pantano won the brutal 15th stage of the Tour de France through the Jura mountains after a long breakaway on Sunday.

Pantano outsprinted Polish rider Rafal Majka to the finish line in Culoz.

Race leader Chris Froome finished slightly more than three minutes behind in a group including all of the other contenders and kept the yellow jersey.

THE ASSOCIATED PRESS

NHL

Hoffman hopeful he'll stay a Senator

Restricted free agent forward Mike Hoffman says his No. 1 goal is to remain an Ottawa Senator.

The 26-year-old filed for salary arbitration with the Senators on July 5.

"We're in the midst of trying to sign a new contract here," Hoffman said, whose arbitration date is Aug. 4. "New coach coming in, Guy Boucher, I had him in junior when I played in Drummondville of the Quebec League. Very good relationship with him, we won a championship together. So definitely looking forward to working with him this year."

THE CANADIAN PRESS

59

Hoffman's point total last season, which included 29 goals to lead all Senators.

Blue Jays third baseman Josh Donaldson scored a run and drove in a pair on Sunday.
JASON O. WATSON/GETTY IMAGES

RECIPE Rigatoni with Peas and Spring Onions

PHOTO: MAYA VISNYEI

Ceri Marsh & Laura Keogh
For Metro Canada

Satisfy your carb cravings even on a hot summer night with this easy pasta – the only part that requires the heat of the stove is boiling the water for the pasta.

Ready in
Prep time: 15 minutes
Total time: 30 minutes
Serves 4 to 6

Ingredients
- 500g rigatoni pasta
- 2 cups fresh or frozen peas, cooked and drained
- 1 1/2 cups crumbled feta cheese
- 1 bunch green onions (about 4), sliced
- 1/3 cup olive oil
- Juice of half a large lemon
- 1 Tbsp chopped fresh mint, plus more for garnish

Directions

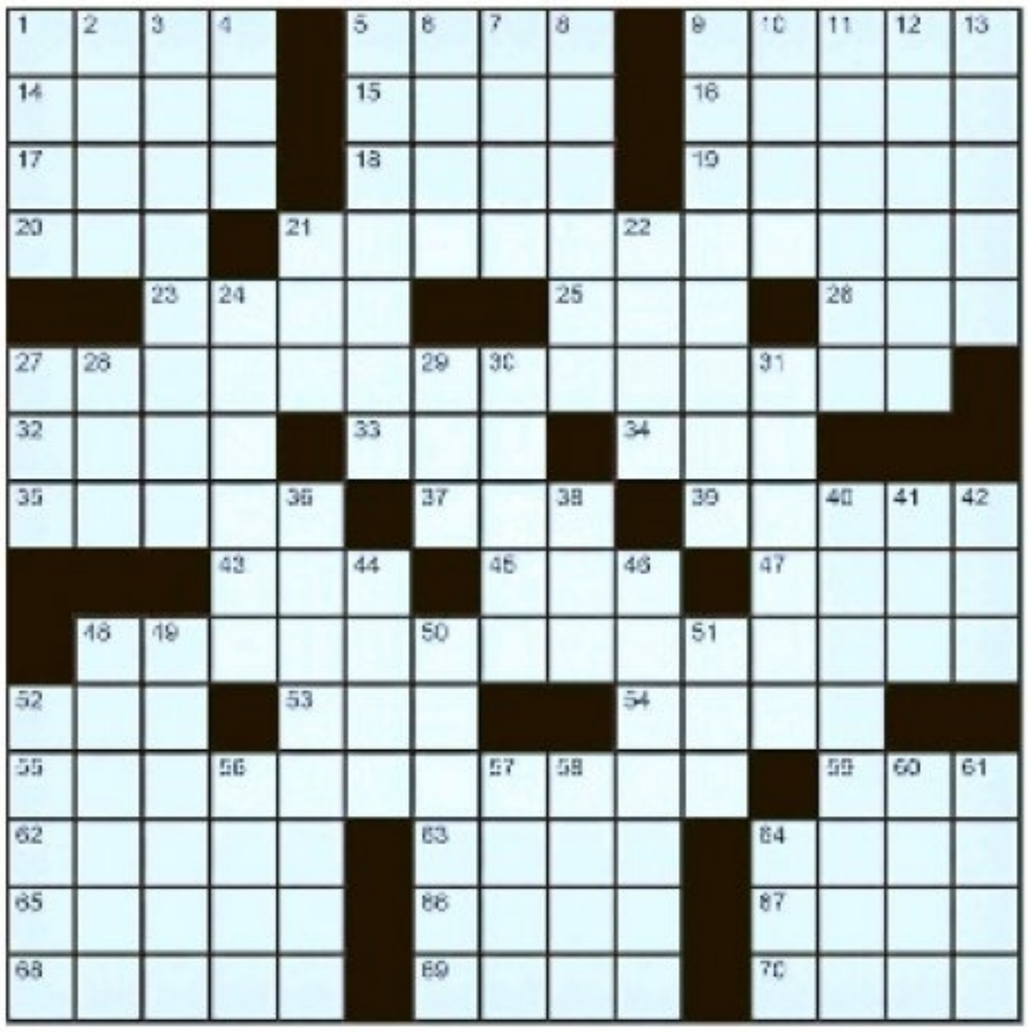
1. Bring a large pot of salted water to boil over medium heat. Once boiling, add the pasta and cook 7 to 11 minutes, or until al dente. Drain the pasta and pour into a large bowl.

2. Mix pasta with peas, onions and feta. In a small bowl, whisk olive oil, lemon juice and mint. Drizzle dressing over pasta and toss throughout. Sprinkle pasta with another teaspoon of fresh, chopped mint and serve.

FOR MORE MEAL IDEAS, VISIT SWEETPOTATOCHRONICLES.COM

CROSSWORD Canada Across and Down

BY KELLY ANN BUCHANAN



ACROSS
1. Tick-tick tickers
5. Endorse
9. Porch 'instrument' sound
14. Tiredly sit, _ down
15. Iridescent gem
16. Old alphabetic symbols
17. In a competent manner
18. Mr. Auberjonois
19. Andes people, once
20. Sigma's follower
21. Smartphone communication: 2 wds.
23. Atmosphere
25. Sugar amt.
26. "_ and the Single Girl" (1964)
27. As in recent news, the NASA spacecraft Juno is in the what?: 3 wds.
32. Howl
33. Writer, Rita _ Brown
34. Over, to a poet
35. Legislate
37. Old airline, e.g.
39. Kindled again
43. Knowing interjections
45. NASA-like org. headquartered in Paris
47. Built
48. 'Where History Meets Opportunity' community in Nova Scotia: 2 wds.
52. "Today" competitor [acronym]
53. Director Mr. Burton
54. Yesteryear
55. Disposable
59. Li'l round rate
62. Grant
63. Stead
64. Fodder holder
65. Vatican City sculpture by Michelangelo
66. Offering at the wine & cheese party
67. Load
68. Impulsive
69. "Bill & _ Excellent Adventure" (1989)
70. Footwear faves from Australia

DOWN
1. Tiff
2. Napoleon's exile isle
3. 'C' of BC
4. Sleuth of sorts
5. Tedium
6. Climax
7. "_ Stand Losing You" by The Police
8. Swindle Island community in #3-Down
9. More crunchy
10. Attila, and others
11. As a precaution: 2 wds.
12. Paltry, States-style
13. Bette Davis/Errol Flynn movie, "The Private Lives of Elizabeth and _" (1939)
21. Full amount [abbr.]
22. Canadian hockey great Phil, to fans
24. Machinery de-squeaker container
27. Worry about money in a way
28. Sprinted
29. Bacon _
30. "You Were Meant for Me" songstress
31. Ground shaker
36. Where they ran in a slapstick comedy!
38. Air Supply's "Just _ _ Am"
40. 1970s salon technique for the 'Farrah' look
41. Ms. Lupino
42. Resume no.
44. _ and Span (Cleaning brand)
46. Refuges
48. Henry Fielding book of 1751
49. Seaport of Italy
50. Diner's morning order
51. Fish egg mass
52. Sort of chart
56. Ex-Senator of Mississippi, Trent _
57. Military helper
58. One-of-some on a string
60. Socket's insertee
61. Green garden growth
64. Old French coin

IT'S ALL IN THE STARS Your daily horoscope by Francis Drake

Aries March 21 - April 20
Be patient with family members today, because everyone can feel the buildup of tension before tomorrow's Full Moon. Avoid squabbles about shared property.

Taurus April 21 - May 21
Be patient with others today, because there is a buildup of tension before tomorrow's Full Moon. This same tension can also promote accidents. Be careful!

Gemini May 22 - June 21
Squabbles about money and possessions might take place today because people are uptight before tomorrow's Full Moon. Today and tomorrow are not the days to make your case.

Cancer June 22 - July 23
Tomorrow the Full Moon will be directly opposite your sign, which is problematic for partnerships and close friendships. You will start to see this tension build up today.

Leo July 24 - Aug. 23
It's Monday, and people at work are a bit tense because tomorrow is a Full Moon. Connect the dots. Be accommodating and patient with everyone. Ya think?

Virgo Aug. 24 - Sept. 23
Parents must be patient with children today, because they can feel tension building up before tomorrow's Full Moon. (Even your family dog feels this.) Likewise, romantic partners need to cut each other some slack.

Libra Sept. 24 - Oct. 23
Today and tomorrow are poor day for important discussions with parents and bosses. Just do your best to juggle responsibilities at home and in your job.

Scorpio Oct. 24 - Nov. 22
Today and tomorrow are accident-prone days for your sign. Therefore, slow down and pay attention to everything you say and do.

Sagittarius Nov. 23 - Dec. 21
If you have disputes about shared property or financial matters, wait until later in the week to address them. Today and tomorrow are poor days because of tomorrow's Full Moon.

Capricorn Dec. 22 - Jan. 20
The Moon is in your sign today, and tomorrow, there will be a Full Moon in your sign! Holy Lunarmania! Be patient with everyone.

Aquarius Jan. 21 - Feb. 19
Be patient with co-workers today and tomorrow, because tomorrow there is a Full Moon. You even can feel this energy building up today. Stay mellow. Knowing this ahead of time, you can be patient to keep the peace.

Pisces
Feb. 20 - March 20
Romance might be strained in the next two days, because of the Full Moon. Likewise, social occasions and interaction with children will be challenging.

CONCEPTIS SUDOKU by Dave Green

Every row, column and box contains 1-9

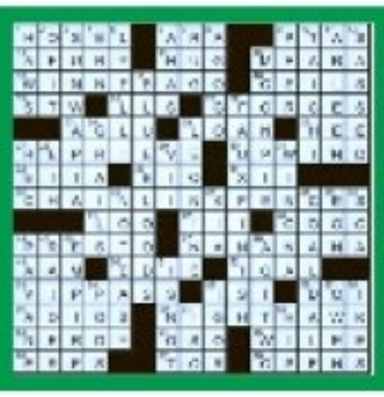
	3		2		5		4	
8		7				3		6
1				4				8
			7	2	8			
9				6				5
2		3				5		1
	5		6		3		7	

©2014 Conceptis Puzzles, Dist. by King Features Syndicate, Inc.

YESTERDAY'S ANSWERS

Your daily crossword and Sudoku answers from the play page.

for more fun and games go to metronews.ca/games



9	4	6	1	7	5	2	3	8
5	1	8	3	2	6	4	9	7
3	7	2	9	8	4	1	6	5
6	9	3	4	5	2	8	7	1
8	2	4	7	3	1	6	5	9
7	5	1	6	9	8	3	4	2
1	3	7	2	6	9	5	8	4
4	8	9	5	1	3	7	2	6
2	6	5	8	4	7	9	1	3

CHARGED WITH IMPAIRED DRIVING?
X COPPER
NEW Location: 1901 Bank Street www.xcopper.com

— FREE REAL ESTATE EVENT —

FORTUNES IN FLIPPING

GET IN, GET OUT, GET PAID!

Be My Next Real Estate Millionaire

And Get Started on Making $5,000 - $50,000 a Month!

Nick Vertucci
Real Estate Expert, Mentor and Coach ...
is assembling an exclusive team of wealth builders in your area. He is ready to teach people like you how to make up to **$40,000 per deal** with his 3-step "Fortunes in Flipping" program.

As Seen On

I have so much I want to tell you. It's information that can help you break through quickly and start fulfilling your dream.

Transform Your Dreams into Reality!

Right now, people in the Ottawa area are making millions flipping houses. In fact, there's never been a better time to do it.

I'm holding a **FREE** event near you to tell you all about it. Let me teach you my surefire 3-step Fortunes in Flipping program ... and introduce you to your new mentors: trained real estate professionals who are actively investing in your market right now.

I'll Show You, Step-by-Step, How to Make Money Just Like I Do

I've built a real estate empire on my own. Nobody gave it to me. I took the fantastic opportunities North America provides, and I went out and got what I wanted. Now I want to give back by helping average, ordinary people – just like myself – **get a big piece of the pie.**

Some people don't think it's possible. After all, in the last five years, average homeowners have lost more money in real estate than ever before. But that doesn't faze me one bit because... During that same time period ... savvy investors (like my students and I) have made **MORE MONEY** in real estate than in any other time in our history.

We're now seeing the conditions in which **FORTUNES ARE MADE.** It all depends on which side of the market you're on. And I want to teach you how to be on the receiving end of massive wealth.

Discover the same methods my team's used to flip 800 houses so you can:

- **Earn $10,000 to $50,0000 per deal – in your spare time!**
- **Get access to seed money to start investing!**
- **Find exclusive properties for 40% off retail price!**

There's Only One Question

Will YOU seize the opportunity by coming to my FREE Real Estate Event? I'll show you exactly how you can do what I do, even if you don't think you have the experience or the money to get started.

All Attendees will receive VIP TECH packages.

- ✓ GPS Smart Watch
- ✓ Power Charger
- ✓ USB Flash Drive Loaded with Nick's Fortunes & Flipping Kit
- ✓ FREE Lunch or Dinner

FREE MEAL

Call NOW to Register 800-716-1936
or visit www.NickFlipsOttawa.com

REAL ESTATE ACADEMY
NICK VERTUCCI

GATINEAU-OTTAWA
THURSDAY, AUGUST 4
12pm or 6pm
Hilton Lac-Leamy
3 Boulevard Du Casino

OTTAWA
FRIDAY, AUGUST 5
12pm or 6pm
Marriott Hotel Ottawa
100 Kent Street

OTTAWA
SATURDAY, AUGUST 6
10am or 2pm
Hilton Garden Inn Ottawa Airport
2400 Alert Road

Here are just a few of the hundreds of investors whose lives have been changed by investing with Nick Vertucci Companies.

DON & ESTER JENSEN

Closed Sales - 10 closed deals
(including partnerships and wholesale)
Profits from Sales & Wholesale $228,750
"We have also made around 20k just in referral fees for Hard Money referrals"
Pending Sales - 4 Deals
On Market - 3 Deals
Deals Under Rehab - 4 Deals
Projected Profits - $2,650,000
That's 22 Deals total since they went to Bus Tour Sept 2014

MELVA & LEON

1st Property made $37,328
2nd Property made $52,865
3rd Property made $100,105
Total of $190,298 in profit in 6 months. Since then...
2 Cash Flow properties at $2,500/mth

JOHN COOKSEY

Attended Bus Tour Sept 2014
4 Properties purchased first 6 mths
1st Flip - profit $5,000
2nd Flip - profit $8,000
1 in construction - estimated profit $80,000
1 Commercial Property (4 commercial spaces, 17 residential) - estimated Cash Flow $34,000/mth
1 Purchased Duplex - $800/mth

Individual results may vary, some are better or worse because it depends on how much time, energy and money an individual puts into their real estate business. © 2016 NVCompanies. All Rights Reserved. Gifts and promotional materials may vary.